

APPENDIX 4A

Stage 1 Equality Impact Assessment – Initial Screening (Staff)

Assessor(s) Name(s):	Lesley Rhodes, Interim Commissioner for SEN and Alternative Provis
Directorate:	Schools and Learning
Date of Completion:	05/04/2012

Name of Policy/Strategy/Service/Function Proposal

The relocation of the Alternative Provision Service and centrally retained SEN Services

The Aims, Objectives and Expected Outcomes:

Alternative Educational Provision:

To provide improved accommodation in order to offer an appropriate education for children and young people who for reasons of illness, exclusion or returning from residential placements are unable to access a mainstream or special school.

To provide an appropriate education for children and young people who have a statement for behaviour, social and emotional difficulties and are, for whatever reason, unable to successfully access education in mainstream schools.

To be better able to support Island schools in developing approaches to enable more children to be retained within the schools' sector for the duration of their statutory entitlement.

Centrally Retained SEN Services:

To provide statutory support, as identified in SEN statements, for low incidence needs across all areas of provision on the Island.

Please delete as appropriate:

- This is a new strategy proposal (BESD Provision)
- This is a proposal for a changed function (Alternative Education and SEN Support)
No equality impact assessment was completed for this function which is long standing.

Key Questions to Consider in Assessing Potential Impact	
Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	No
Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			✓	
Disability	✓			Better disability accessibility in refurbished accommodation
Gender Reassignment			✓	
Marriage & Civil Partnership			✓	
Pregnancy & Maternity			✓	
Race			✓	
Religion / Belief			✓	
Sex (male / female)			✓	
Sexual Orientation			✓	

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
Better disability accessibility will make it easier for staff with known disability to operate within the provision without the need for significant additional support.	

Evidence Considered During Screening	
Existing facilities in buildings to be refurbished.	
Designs and proposed plans for refurbishment of existing buildings.	
Head of Service Sign off:	Janet Newton
Advice sought from Legal Services (Name)	Helen Miles / Sue Dasent
Date	05/04/2012